

Panaji, 23rd February, 2023 (Phalgun 4, 1944)

**SERIES II No. 47**

# **OFFICIAL GAZETTE**

## **GOVERNMENT OF GOA**

PUBLISHED BY AUTHORITY

*Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 46 dated 16-02-2023 as follows:-*

*Extraordinary dated 21-02-2023 from pages 2875 to 2878 regarding Orders, Notification from Goa State Election Commission, Notice of Election and Public Notice from Department of Panchayati Raj and Community Development, and Order from Department of Urban Development.*

### **GOVERNMENT OF GOA**

#### **Department of Co-operation**

Office of the Registrar of Co-operative Societies

##### **Order**

No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/4343

- Read: 1) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/320 dated 18-05-2020 published in Official Gazette, Series II No. 9 dated 28-05-2020.
- 2) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/536 dated 03-06-2020 published in Official Gazette, Series II No. 11 dated 11-06-2020.
- 3) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/2781 dated 12-11-2020 published in Official Gazette, Series II No. 34 dated 19-11-2020.
- 4) Order No. 15/353/2020/ADT/RCS/3692(A) dated 05-02-2021 published in Official Gazette, Series II No. 50 dated 11-03-2021.
- 5) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/566 dated 08-06-2021 published in Official Gazette, Series II No. 13 dated 24-06-2021.

- 6) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/3206 dated 04-01-2022 published in Official Gazette, Series II No. 42 dated 13-01-2022.
- 7) Order No. 3/17/Urban Credit/TS-II/PZ/2020/RCS/738 dated 03-06-2022 published in Official Gazette, Series II No. 11 dated 16-06-2022.

The restrictions imposed on the Mashel Mahila Co-operative Credit Society Ltd. [Reg. No. ARCS/CZ/Credit-8(a)/GOA], Deulwada, Marcel, Goa vide Orders read at Sr. No. 1 above and further modified/extended vide Orders read at Sr. Nos. 2 to 7 above, are hereby further extended with retrospective from 21-11-2022 until further orders.

All the other terms and conditions mentioned in above read Orders shall remain unchanged.

By order and in the name of the Governor of Goa.

*Vishant S. N. Gaunekar, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).*

Panaji, 10th February, 2023.

##### **Order**

No. 3/19/Urban Credit/TS-II/PZ/2020/RCS/Suppl/4352

- Read: 1) Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.
- 2) Circular No. 6-13-81/EST/RCS/Part V/5833 dated 06-03-2020.
- 3) Letter No. MUCCSL/22-23/633 dated 19-01-2023.

Whereas, vide Order read at Sr. No. 1 above, Adv. Dipak Shet, c/o Deep stationary, behind State Bank of India, Magnum Centre, Panaji, Goa was appointed as Registrar's Nominee under Section 86(1) of the

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Goa Co-operative Societies Act, 2001 (Goa Act 36 of 2001) read with Rule 116 (1) of the Goa Co-operative Societies Rules, 2003 and his name is reflecting at Sr. No. 26 of the said Order.

And whereas, now a request has been received from the Marcel Urban Co-op. Credit Society Ltd., [Reg. No. ARCS/CZ/8(a)/59/Goa], Janavikas Building, near bus stand, Marcel, Goa vide their letter read at Sr. No. 3 above to designate Adv. Dipak G. Shet as their dedicated nominee to adjudicate disputes referred by the Marcel Urban Co-op. Credit Society Ltd., Marcel, Goa.

Now therefore, in exercise of the powers conferred under Section 123(B) of the Goa Co-operative Societies Act, 2001 read with Rule 116 of the Goa Co-operative Societies Rules, 2003, I, the undersigned Registrar of Co-operative Societies do hereby authorize Adv. Dipak G. Shet, having office at first floor, Magnum Centre, opposite SBI ATM, Near Hotel Mandovi, Panaji, Goa as a dedicated RCS Nominee for Marcel Urban Co-operative Credit Society Ltd., Marcel-Goa for a period of one year with effect from the date of issue of this Order i.e. from 13-02-2023 to 12-02-2024.

When a purported dispute is referred by the Society, the above named dedicated Nominee is authorized to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act, 2001 whether the matter referred by Society involves a dispute and pass appropriate Orders under sub-section (1) of Section 86 of the Act.

Only upon the Nominee satisfying that there exists a dispute, he shall proceed to adjudicate the same and give Award accordingly. The nominee shall abide by the terms and conditions on which he was originally appointed as Registrar's Nominee vide Order read at Sr. No. 1 above.

This appointment shall be valid for one year unless renewed and is subject to withdrawal/being revoked at any stage without assigning any reasons.

Given under the seal of this office.

*Vishant S. N. Gaunekar, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).*

Panaji, 13th February, 2023.

**Order**

No. 3/19/Urban Credit/TS-II/PZ/2020/RCS/  
/Suppl/4353

Read: 1) Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.

- 2) Circular No. 6-13-81/EST/RCS/Part V/5833 dated 06-03-2020.
- 3) Order No. 3/19/Urban Credit/TS-II/PZ/2020/RCS/Suppl/1486 dated 05-08-2022.
- 4) Letter No. MUCCSL/22-23/633 dated 19-01-2023.

Whereas, vide Order read at Sr. No. 1 above, Adv. Bhavesh R. Parab, O/o 1st floor, Office No. 47, Ponda Commerce Centre, Tisk, Ponda, Goa was appointed as Registrar's Nominee under Section 86(1) of the Goa Co-operative Societies Act, 2001 (Goa Act 36 of 2001) read with Rule 116(1) of the Goa Co-operative Societies Rules, 2003 and his name is reflecting at Sr. No. 33 of the said Order.

And whereas, vide Order read at Sr. No. 3 above, Adv. Bhavesh R. Parab was authorized as dedicated Nominee of the Registrar of Co-operative Societies for the Marcel Urban Co-operative Credit Society Ltd., [Reg. No. ARCS/CZ/8(a)/59/Goa], Janavikas Building, Near Bus stand, Marcel, Goa to entertain all the disputes referred to him in matters of recovery of outstanding loans of the said Society, without routing through this Department.

And whereas, said authorization read at Sr. No. 3 was for a period of one year w.e.f. 15-02-2022 to 14-02-2023.

And whereas, vide letter dated 19-01-2023 read at No. 4 above, the Chairman has forwarded the request of Marcel Urban Co-operative Credit Society Ltd., Marcel for extending said authorization for further period w.e.f. 15-02-2023 to 14-02-2024.

Now therefore, in exercise of the powers conferred under Section 123(B) of the Goa Co-operative Societies Act, 2001 read with Rule 116 of the Goa Co-operative Societies Rules, 2003, I, the undersigned Registrar of Co-operative Societies do hereby extend the authorization of Adv. Bhavesh R. Parab as a dedicated RCS Nominee for a further period of one year with effect from 15-02-2023 to 14-02-2024 for the Marcel Urban Co-operative Credit Society Ltd. [Reg. No. ARCS/CZ/8(a)/59/Goa], Janavikas Building, near bus stand, Marcel-Goa.

When a purported dispute is referred by the Society, the above named dedicated Nominee is authorized to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act, 2001 whether the matter referred by Society involves a dispute and pass appropriate Orders under sub-section (1) of Section 86 of the Act.

Only upon the Nominee satisfying that there exists a dispute, he shall proceed to adjudicate the same and give Award accordingly. The nominee shall

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abide by the terms and conditions on which he was originally appointed as Registrar's Nominee vide Order read at Sr. No. 1 above.

This extension of authorization is liable to be withdrawn at any time without assigning any reason at the discretion of the undersigned.

Given under the seal of this office.

*Vishant S. N. Gaunekar*, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).

Panaji, 13th February, 2023.

**Notification**

No. 3/19/Urban Credit/TS-II/PZ/2020/RCS/  
/Suppl/4354

Read: 1) Notification No. 3/3/Urban Credit/TS II/  
/PZ/2017/RCS/Suppl.5306 dated 10-02-2020.  
2) Order No. 3/19/Urban Credit/TS-II/PZ/  
/2019/RCS/Suppl/333 dated 25-04-2022.  
3) Letter No. MUCCSL/22-23/632 dated  
19-01-2023.

Whereas, vide Notification read at No. 1 above issued by the Government exercising the powers under Section 126A of the Goa Co-operative Societies Act, 2001 (Goa Act 36 of 2001) (hereafter referred to as 'Act') the provision of sub-section (1) of Section 91D of the Act was modified and the Registrar of Co-operative Societies was authorized to appoint Officers of Co-operative Credit Societies, V. K. S. S. Societies having credit counters and Multipurpose Societies as RECOVERY OFFICER//SALE OFFICER upon receipt of individual proposals subject to the terms and conditions as may be incorporated in the Order.

And whereas, vide Order read at Sr. No. 2 above issued by the Registrar of Co-operative Societies, the Secretary/Chief Executive Officer of the Marcel Urban Co-operative Credit Society Ltd. [Reg. No. ARCS/CZ/8(a)/59/Goa], Janavikas Buildings, near bus stand, Marcel, Goa was delegated with the powers to recover certain sums by attachment and sale of property vested in Registrar of Co-operative Societies under Section 91D of the Goa Co-operative Societies Act, 2001 read with Rule 124 of the Goa Co-operative Societies Rules, 2003 subject to the following conditions:-

1. The Officer appointed and delegated with the powers of Sales-cum-Recovery Officer shall work under the general guidance, superintendence and control of the Asstt.

Registrar of Co-op. Societies, Arbitration//Execution, North Goa District, Ponda, Goa.

2. The Board of Directors of the society shall be fully responsible along with the Chief Executive Officer for any acts in contravention of the Act, Rules and Bye-laws.
3. The Board of Directors shall review the performance of the General Manager every month and ensure compliance.

The delegation of powers was for a period of one year from 07-01-2022 to 06-01-2023.

And whereas, vide letter read at No. 3 above, the Chairman of the Marcel Urban Co-operative Credit Society Ltd., Marcel, Goa has requested to grant further extension to the Chief Executive Officer of their society to act as Sale-cum-Recovery Officer for their society.

Now, therefore in exercise of the powers conferred upon undersigned under Section 123B of the Goa Co-operative Societies Act, 2001 read with Notification read at ref. No. 1 above, the delegation of powers made to Secretary/Chief Executive Officer of the Marcel Urban Co-operative Credit Society Ltd., Marcel, Goa, is hereby extended for a further period of one year with retrospective effect from 07-01-2023 to 06-01-2024.

All the terms and conditions mentioned in the Order referred to at Sr. No. 2 above shall continue to apply. The undersigned reserves the right to withdraw this Order at any stage without assigning any reasons.

Given under the seal of this office.

*Vishant S. N. Gaunekar*, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).

Panaji, 13th February, 2023.

◆  
Office of the Asst. Registrar of Co-operative Societies

**Notification**

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "WCD Block Sattari Employees Co-operative Credit Society Ltd., Valpoi, Sattari-Goa"-Goa is registered under code symbol No. RCSBZ2022-230005.

*Mahadev N. Kalangutkar*, Asstt. Registrar (Co-operative Societies) Bicholim Zone.

Sanquelim, 09th February, 2023.

**Certificate of Registration**

"WCD Block Sattari Employees Co-operative Credit Society Ltd., Valpoi, Sattari-Goa"-Goa has been registered on 09-02-2023 and its bears registration code symbol No. RCSBZ2022-230005 and its classified as "Resource Society" under sub-classification "No. 10-(a)-Credit Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Mahadev N. Kalangutkar, Asstt. Registrar, (Co-operative Societies) Bicholim Zone.*

Sanquelim, 09th February, 2023.

**Notification**

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Masumata SHG Co-operative Society Ltd., Kudapwada, Karapur, Sarvan, Bicholim-Goa"-Goa is registered under code symbol No. RCSBZ2022-230006.

*Mahadev N. Kalangutkar, Asstt. Registrar, (Co-operative Societies) Bicholim Zone.*

Sanquelim, 13th February, 2023.

**Certificate of Registration**

"Masumata SHG Co-operative Society Ltd., Kudapwada, Karapur, Sarvan-Bicholim-Goa"-Goa has been registered on 13-02-2023 and its bears registration code symbol No. RCSBZ2022-230006 and its classified as "General Society" under sub-classification "No. 12-(c)-Self Help Group" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Mahadev N. Kalangutkar, Asstt. Registrar, (Co-operative Societies) Bicholim Zone.*

Sanquelim, 13th February, 2023.

**Notification**

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Goa Handloom Weavers Co-operative Society Ltd., Government Primary School, Deulwada, Korgao, Pernem"-Goa is registered under code symbol No. RCSNZ2022-230028.

*Harish S. Naik, Asst. Registrar (Co-operative Societies), North Zone.*

Mapusa, 6th February, 2023.

**Certificate of Registration**

"Goa Handloom Weavers Co-operative Society Ltd., Government Primary School, Deulwada, Korgao, Pernem"-Goa has been registered on 06-02-2023

and its bears registration Code symbol No. RCSNZ2022-230028 and its classified as "Producers' Society" under sub-classification "No. 9-(a)-Industrial Producers Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Harish S. Naik, Asst. Registrar (Co-operative Societies), North Zone.*

Mapusa, 6th February, 2023.

**Notification**

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Mahalsa Sharda Residency Bldg-2 Co-operative Housing Maintenance Society Limited, Mardol, Priol"-Goa is registered under code symbol No. RCSPZ2022-230024.

*Pankaj V. Marathe, Asst. Registrar (Co-operative Societies), Ponda Zone.*

Ponda, 7th February, 2023.

**Certificate of Registration**

"Mahalsa Sharda Residency Bldg-2 Co-operative Housing Maintenance Society Limited, Mardol, Priol"-Goa has been registered on 07-02-2023 and its bears registration Code symbol No. RCSPZ2022-230024 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Pankaj V. Marathe, Asst. Registrar (Co-operative Societies), Ponda Zone.*

Ponda, 7th February, 2023.

**Notification**

No. ARCS/CZ/HSG/947/ADM/20/1635

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, The Models Avalon Co-operative Housing Maintenance Society Ltd., Behind Models Legacy, Borbhat, Taleigao-Goa is registered under code symbol No. RCSCZ2022230019.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 28th October, 2022.

**Certificate of Registration**

"The Models Avalon Co-operative Housing Maintenance Society Ltd.," Behind Models Legacy, Borbhat, Taleigao-Goa has been registered on 28-10-2022 and its bears registration Code symbol

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No. RCSCZ2022230019 and its classified as "Co-operative Housing Society under sub-classification No. 7-(d)-Co-operative Housing Maintenance Society in terms of Rule 8 of the Goa Co-operative Rules, 2003.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 28th October, 2022.

**Notification**

No. ARCS/CZ/HSG/948/ADM/20/1772

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, The Shrish Enclave Co-operative Housing Maintenance Society Limited, Shrish Enclave, Bela Vista, Sy. No. 2/7, Village Panchayat of Corlim, Goa 403110-Goa is registered under code symbol No. RCSCZ2022230020.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 10th November, 2022.

**Certificate of Registration**

"The Shrish Enclave Co-operative Housing Maintenance Society Limited", Shrish Enclave, Bela Vista, Sy. No. 2/7, Village Panchayat of Corlim, Goa 403110-Goa has been registered on 10-11-2022 and its bears registration Code symbol No. RCSCZ2022230020 and its classified as "Co-operative Housing Society under sub-classification No. 7-(d)-Co-operative Housing Maintenance Society in terms of Rule 8 of the Goa Co-operative Rules, 2003.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 10th November, 2022.

**Notification**

No. ARCS/CZ/HSG/937/ADM/20/2520

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, Samarth Enclave Co-operative Housing Maintenance Society Ltd., Se Old Goa, Goa is registered under code symbol No. RCSCZ2022-230021.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 27th January, 2023.

**Certificate of Registration**

"Samarth Enclave Co-operative Housing Maintenance Society Ltd.", Se Old Goa, Goa has been registered on 27-01-2023 and its bears registration Code symbol No. RCSCZ2022-230021 and its classified as "Co-operative Housing Society under sub-classification No. 7-(d)-Co-operative Housing Maintenance Society in terms of Rule 8 of the Goa Co-operative Rules, 2003.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 27th January, 2023.

**Notification**

No. ARCS/CZ/HSG/949/ADM/20/6231

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Landscape Shire Co-operative Housing Maintenance Society Ltd., 304/B, 4th Floor, Landscape Shire, Caranzalem, Tiswadi-Goa"-Goa is registered under code Symbol No. RCSCZ2022-230022.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 6th February, 2023.

**Certificate of Registration**

"Landscape Shire Co-operative Housing Maintenance Society Ltd., 304/B, 4th Floor, Landscape Shire, Caranzalem, Tiswadi-Goa"-Goa has been registered on 06-02-2023 and its bears registration Code symbol No. RCSCZ2022-230022 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Smita Kankonkar, Asst. Registrar (Co-operative Societies), Central Zone.*

Panaji, 6th February, 2023.

**FORM "ELECTION-9"  
(See Rule 74)**

**Form of declaration of result of uncontested election**

Elections to the Board of Directors of the Women's Co-operative Bank Ltd., Taluka Tiswadi, City Panaji, District North Goa for the period 2023-28.

Year of election is 2023-28. Number of seats 01 (SC/ST Category).

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Name of the Constituency: The Women's Co-operative Bank Ltd., Akash Bhavan, Rau Heliodero Da Salgado Road, Opp. Mathias Plaza, Taluka Tiswadi, City Panaji, District North Goa.

In pursuance of the provisions contained in the Goa Co-operative Societies Rules, 2003, I, declare that Smt. Reshma Gurudas Parsekar alias Reshma A. Fatarparkar, c/o Hotel Manoshanti, behind E. D. C. House, Panaji-Goa, Muslim Wadda, Nr. Pharmacy College, Panaji, has been duly elected to fill in the seat in the above Constituency as she was the only contesting candidate from the Constituency.

I also certify and declare that, the above mentioned relevant number of seats to be elected from SC/ST category to form the Board of Directors is duly elected.

*Vinod A. Kalangutkar*, Returning Officer for Election to the B.O.D. of the Women's Co-op. Bank Ltd.  
Panaji, 14th February, 2023.

## FORM "ELECTION-17"

[(See Rule 105(1))]

**Form of declaration of result and publication of names of members of the Board of Directors**

Elections to the Board of Directors of the Women's Co-operative Bank Ltd., Taluka Tiswadi, City Panaji, District North Goa.

(i) Elections for the period 2023-28.

(ii) Name of Constituency: The Women's Co-operative Bank Ltd., Akash Bhavan, Rau Heliodero Da Salgado Road, Opp. Mathias Plaza, Taluka Tiswadi, City Panaji, District North Goa.

Sr. No.	Name of the candidate	No. of valid votes polled by the candidate
GENERAL CATEGORY		
1.	Dhond Pratima Gaurish	313
2.	Gaunkar Nalini alias Kudalkar Vinanti V. S.	10
3.	Kamat Shilpa Anant	322
4.	Kotnis Jyoti Ramakant	326
5.	Mahambre Sandhya Shailesh	318
6.	Pednekar Snehalata S.	316
7.	Raikar Bhavana Sayiprakash	321
8.	Salgaonkar Vassudha Ramesh	322
9.	Salkar Lata Ratnapal	318
10.	Sinari Supriya Dinesh	320

Total No. of valid votes : 336

Total No. of invalid votes : 06

Total No. of tendered votes : Nil

I, declare that the following candidates have been duly elected to the Board of Directors of the Women's Co-operative Bank Ltd., Taluka Tiswadi, City Panaji, District North Goa.

Sr. No.	Name of the candidate	Address	No. of votes polled for the candidate
GENERAL CATEGORY			
1.	Kotnis Jyoti Ramakant	H. No. 952, Krantinagar, Penha-de-France, Alto Porvorim-Goa	326

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2.	Kamat Shilpa Anant	H. No. AS. 3, Raghunath Apts., Near Ideal High School, Taleigao-Goa	322
3.	Salgaonkar Vassudha Ramesh	H. No. C-204, House of Loards, Caculo Colony, Opp. Hotel Marriott, Miramar, Panaji-Goa	322
4.	Raikar Bhavana Sayiprakash	H. No. 35/5, Dattawadi OR G1 Mangirish Nr. G.S. Amonkar Vidyamandir, Feira Alto Bardez, Mapusa-Goa	321
5.	Sinari Supriya Dinesh	18/168/18F-2A, Raj Complex, Vodlem-Bhat, Taleigao	320
6.	Mahambre Sandhya Shailesh	102, Monte Cristo House, Caetano Alb Road, Panaji-Goa	318
7.	Salkar Lata Ratnapal	H. No. C-19/241/2, Bldg. AB-1, Gulmohar Apts., Behind Syndicate Bank, Caranzalem	318
8.	Pednekar Snehalata S.	114/2, Karaswada, Mapusa, Bardez-Goa	316
9.	Dhond Pratima Gaurish	H. No. 13/372/A1, Nina Pinto Colony, Near Sports Authority of Goa, Campal Fontainhas, Tiswadi-Goa	313

Vinod A. Kalangutkar, Returning Officer for Election to the B.O.D. of the Women's Co-op. Bank Ltd.

Panaji, 14th February, 2023.



Department of Environment & Climate Change

Notification

No. 134-10-2015/ENVT&CC-DIR/1547

- Read: 1) Notification No. 118-10-2015/STE-DIR/819 dated 18-11-2019.  
 2) Notification No. 118-10-2015/STE-DIR/65 dated 28-04-2021.

Whereas, the Ministry of Environment, Forests and Climate Change, Government of India while following notifications has notified an area around the boundaries of the Wildlife Sanctuaries/National Parks/Bird Sanctuaries in the State of Goa, as the Eco-sensitive Zone:-

1. S.O. 221(E) dated 23-1-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Bhagwan Mahaveer Wildlife Sanctuary and National Park in the State of Goa, as the Eco-sensitive Zone.
2. S.O. 615 (E) dated 25-1-2015 declaring an area with an extent of one kilometre of

land or the water body, whichever is near to the Bondla Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.

3. S.O. 555 (E) dated 17-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Netravali Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.
4. S.O. 607 (E) dated 24-2-2015 declaring an area up to the river bank abutting the Dr. Salim Ali Bird Sanctuary on the three sides of the said Sanctuary and to the extent of 100 mtrs. on the eastern side towards Chorao village from the Dr. Salim Ali Bird Sanctuary in the State of Goa as the Eco-sensitive Zone.
5. S.O. 608 (E) dated 24-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Cotigao Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.
6. S.O. 616 (E) dated 25-2-2015 declaring an area with an extent of one kilometre of land or the water body, whichever is near to the Madhei Wildlife Sanctuary in the State of Goa, as the Eco-sensitive Zone.

And whereas, the Central Government in the Ministry of Environment, Forests and Climate Change has constituted a Committee called the State Level Eco-sensitive Zone Monitoring Committee for effective monitoring of all notified Eco-sensitive Zone around the National Parks and Wildlife Sanctuaries in the State of Goa vide notification number S.O. 221 (E) dated 23rd January, 2015. The said Committee is also specified in the para 5 of all the aforementioned six notifications.

And whereas, the constitution of the aforementioned State Level Eco-sensitive Zone Monitoring Committee for the State of Goa provides that the Government of Goa shall nominate three members in the Committee for a term of one year, as indicated herebelow:-

- i) One representative of Non-Government Organisation working in the field of environment (for a term of one year) — Member.
- ii) One representative of community based organisation nominated by the State Government (for a term of one year) — Member.
- iii) One expert in Ecology from reputed Institution or University of the State of Goa to be nominated by Government of Goa (for a term of one year) — Member.

Now therefore, in pursuance of the notification number S.O. 221 (E) dated 23rd January, 2015 and para 5 of aforementioned six notifications issued by the Ministry of Environment, Forests & Climate Change, the Government of Goa hereby nominates the following persons to be members of the State Level Eco-sensitive Zone Monitoring Committee for a period of one year from the date of publication of this Notification in the Official Gazette:-

- 1. Chief Secretary, Government of Goa — Chairman.
- 2. Representative of the Ministry of Environment, Forests and Climate Change — Member.
- 3. Member Secretary, GSPCB — Member.
- 4. Mr. Sandeep Azrekar, Nisarga Nature Club, Mapusa-Goa, representative of Non-Government Organisation working in the field of environment (for a term of one year) — Member.

- 5. Mr. Milind Gadgil, C/o Parshuram Grameen Vikas Sausthan, Brahmakarmali, Valpoi—Representative of community based organization nominated by the State Government (for a term of one year) — Member.
- 6. Prof. M.K. Janarthnam, Chairperson, Goa State Research Foundation, Porvorim-Goa—Expert in Ecology from reputed Institution or University of the State of Goa (for a term of one year) — Member.
- 7. Secretary, Environment, Government of Goa — Member.
- 8. Secretary, Rural Development, Government of Goa — Member.
- 9. Secretary, Forest, Government of Goa — Member.
- 10. Secretary, Agriculture, Government of Goa — Member.
- 11. Secretary, Urban Development, Government of Goa — Member.
- 12. Secretary, Housing, Government of Goa — Member.
- 13. Secretary, Ports, Government of Goa — Member.
- 14. Secretary, Transport, Government of Goa — Member.
- 15. Secretary, Revenue, Government of Goa — Member.
- 16. Addl. Principal Chief Conservator of Forest (WL) & Chief Wildlife Warden, Government of Goa — Member Secretary.

Function of the SESZMC shall be as under:

- a) The SESZMC shall monitor the compliance of the provisions of Notifications declaring Eco-sensitive Zones around National Park and Wildlife Sanctuaries in the State of Goa including this notification.
- b) All activities that are covered under the scheduled to the notification of the Government of India in the Ministry of Environment and Forest number S.O. 1533 (E), dated the 14th September, 2006, and are falling within such Eco-sensitive Zones as are notified by the Central Government by issuing notification in the Gazette of India in respect

of the National Parks and Wildlife Sanctuaries in the State of Goa, except for the prohibited activities specified in the table under paragraph 4 thereof, shall be scrutinised by the SESZMC based on the actual site-specific condition and refer the same to the Central Government in the Ministry of Environment, Forests and Climate Change for prior environmental clearance under the provisions of the said notification.

- c) All activities that are covered under the scheduled to the notification of the Government of India in the Ministry of Environment and Forest number S.O. 1533 (E) dated the 14th September, 2006 but are falling within such Eco-sensitive Zones as are notified by the Central Government by issuing notification in the Gazette of India in respect of the National Parks and Wildlife Sanctuaries in the State of Goa, except for the prohibited activities specified in the table under paragraph 4 thereof, shall be scrutinised by the SESZMC based on the actual site-specific condition and refer the same to the concerned regulatory authorities.
- d) The Member Secretary of the SESZMC or the concerned Collector of the concerned park in-charge shall be competent to file complaint under Section 19 of Environment (Protection) Act, 1996 against any person who contravenes the provisions of this notification.
- e) The SESZMC may invite representatives or expert from concerned Department, Industry Associations or concerned stakeholders to assist it in its deliberations depending on the requirements on issue to issue basis.
- f) The SESZMC shall submit the annual action taken report of its activities as on 31st March of every year 30th June of that year to the Central Government in the Ministry of Environment, Forests and Climate Change as per proforma given in Annexure IV.
- g) The Central Government in the Ministry of Environment, Forests and Climate Change may give such directions, as it may deem fit, to the SESZMC for effective discharge of its functions.

This is in supersession of earlier Notification No. 118-10/2015/STE-DIR/1460 dated 02-02-2023.

By order and in the name of the Governor of Goa.

Dr. Geeta S. Nagvenkar, Director & ex officio Lt. Secretary (Env. & CC).

Panaji, 17th February, 2023.

## Department of Labour

### Notification

No. 28/02/2023-LAB/112

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 23-01-2023 in Ref. No. IT/19/2020 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 7th February, 2023.

## IN THE INDUSTRIAL TRIBUNAL AND LABOUR COURT GOVERNMENT OF GOA AT PANAJI

(Before Mr. Anil Scaria, Hon'ble  
Presiding Officer)

Ref. No. IT/19/2020

Workmen,

Rep. by the President,

Ramada Renaissance Resort

Employees Union,

Varca, Fatrade,

(Varca Beach) Salcete-Goa .... Workmen/Party-I.

V/s

The Managing Director,

M/s. Ramada Caravela Beach

Resort Goa,

Varca Beach, Fatrade,

Salcete-Goa Employer/Party-II.

Workmen/Party I represented by Learned Advocate Shri Suhaas Naik.

Employer/Party II represented by Learned Advocate Shri Rishi Ashok.

### AWARD

(Delivered on this the 23rd day of the month of January of the year 2023)

By Order dated 07-12-2020, bearing No. 28/7/2020-LAB/1097, the Government of Goa in exercise of

powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short 'The Act'), has referred the following dispute to this Tribunal for adjudication:-

*"(1) Whether the action of the management of M/s. Ramada Caravela Beach Resort, Varca Beach, Salcete, Goa, in not conceding the following Demands raised by Ramada Renaissance Resort Employees Union, Varca Beach, Salcete, Goa, is legal and justified?*

#### CHARTER OF DEMANDS

**DEMAND No. 1:-** It is demanded that the present pay scales be revised and the new should be introduced as they are reasonable from all angles and allowed to be extended as and when required to be done so. The classification needs to be reclassified as mentioned below:

#### GRADE

I	775	70	1125	120	1725	170	2575
	220	3675	270	5025	320	6625	
II	900	85	1325	135	2000	185	2925
	235	4100	285	5525	335	7200	
III	1050	100	1550	150	2300	200	3300
	250	4550	300	6050	350	7800	
IV	1275	115	1850	165	2675	215	3750
	265	5075	315	6650	365	8475	
V	1450	130	2100	180	3000	230	4150
	280	5550	330	7200	380	9100	
VI	1625	145	2350	195	3325	245	4550
	295	6025	345	7750	395	9725	
SPI	1925	165	2750	215	3825	265	5150
	315	6725	365	8550	415	10625	
SPII	2225	185	3150	235	4325	285	5750
	335	7425	385	9350	435	11525	

#### DEMAND No. 2: FLAT BASIC RISE:-

It is demanded that with effect from 1st February, 2016, Basic Pay be increased by Rs. 3,000/- per month for each employee. It is also demanded that while fitting the flat basic rise given to the employees in the revised Pay Scale, whatever the fitment amount available on the higher side to the employees should be granted to them.

#### DEMAND No. 3: FIXED DEARNESS ALLOWANCE:-

It is demanded that effective from 1st February, 2016, Fixed Dearness Allowance be increased by Rs. 3000/- per month for each employee.

#### DEMAND No. 4: VARIABLE DEARNESS ALLOWANCE:-

It is demanded that effective from 1st February, 2016, the rate of Variable Dearness Allowance be increased by Rs. 2/- per point.

#### DEMAND No. 5: HOUSE RENT ALLOWANCE:-

It is demanded that effective from 1st February, 2016, House Rent Allowance be increased by Rs. 3000/- per month for each employee.

#### DEMAND No. 6: CITY COMPENSATORY ALLOWANCE:-

It is demanded that effective from 1st February, 2016, City Compensatory Allowance be increased by Rs. 3000/- per month for each employee.

#### DEMAND No. 7: CONVEYANCE ALLOWANCE:-

It is demanded that effective from 1st February, 2016, Conveyance Allowance be increased by Rs. 3000/- per month for each employee.

#### DEMAND No. 8: SENIORITY INCREMENT:-

It is demanded that effective from 1st February, 2016, Seniority Increment be paid per month per employee in following categories.

Service	Increment
1 to 15 years	1000/-
15 to 20 years	2000/-
20 to 25 years	3000/-
25 and above	4000/-

The above should be fitted in Performance Allowance.

#### DEMAND No. 9: LEAVE TRAVELLING ALLOWANCE:-

It is demanded that the leave travelling allowance of two months gross salary should be paid.

#### DEMAND No. 10: CASH HANDLING ALLOWANCE:-

It is demanded that all the employees be given an increase of Rs. 1000/- to all the employees who are handling cash as it is a risky job in more than one way.

#### DEMAND No. 11: OUTDOOR DUTY ALLOWANCE:-

It is demanded that the existing allowance should be increased as follows:-

Breakfast	:	Rs. 200/-
Lunch/Dinner	:	Rs. 400/-
Tea	:	Rs. 100/-

**DEMAND No. 12: SERVICE CHARGE:-**

It is demanded that 10% service charge to be charged on total revenue and to be distributed every month to all the employees from General Manager till FTC on equal basis.

**DEMAND No. 13: MEDICAL ALLOWANCE:-**

It is demanded that the employees who are not covered under ESIC scheme be revised to two months gross salary per year (The last month of the financial year to be taken for the purpose of calculations). It is to be noted that the concerned employees are although covered under mediclaim insurance policy but the benefits are availed only on hospitalization and simple sickness is not covered. Please note that medical needs have been recognized by industrial law as the basic need of the employee and that should be satisfied by the employer. The above can be termed as miscellaneous earnings. The allowance should not be taken into account for the purpose of payments of Bonus, contribution of Provident Fund, Family Provident Fund and Gratuity. This earnings can be withdrawn/stopped in case of employee is covered under ESIC.

**DEMAND No. 14: FREE FOOD IN CAFETERIA:-**

It is demanded that all the food provided in the staff cafeteria should be free of cost to all employees as the employees who are not even on duty are availing of free food facility.

**DEMAND No. 15: SPECIAL LOAN:-**

It is demanded that apart from the existing loan facility all the confirmed employees would be eligible to apply for special loan. The total amount of loan that may be applied for this loan shall be equivalent of 12 months gross salary. Interest can be charged at the rate of 3% per annum on total amount and is to be payable in 36 equal installments.

**DEMAND No. 16: APPRECIATION FOR DEDICATED SERVICE:-**

It is demanded that an increase of Rs. 5,000/- be given in each category that is 5 years, 10 years, 15 years, 20 years and Rs. 20,000/- for 25 years and Rs. 30,000/- for 30 years and above.

**DEMAND No. 17: PICNIC ALLOWANCE:-**

It is demanded that an increase of Rs. 5,000/- to be given in each department from existing policy.

**DEMAND No. 18: NEW YEAR GIFT :-**

It is demanded that an increase of Rs. 1,000/- be given to the existing policy and subsequently the amount should be increased by Rs. 200/- each year.

**DEMAND No. 19: RETIREMENT BENEFIT:-**

It is demanded that last drawn two months gross salary be given as retirement benefit to the retired employee by the management. The management should have a function to facilitate the concerned.

**DEMAND No. 20: LEAVE:-**

It is demanded that the following leave should be revised as follows:

Privilege leave: 30 days.

Casual leave : 15 days.

Sick leave : 18 days.

Compensatory leave: 15 days (Idul ftr, Dashera, Holi/Mahasivaratri, New Year and Easter Sunday).

It is also demanded that in the case of sick leave the accumulation of sick leave should be 50 days for those employees who are not covered under ESIC. It is also demanded that the employees who are not covered under ESIC can avail sick leave at a stretch of 30 days on producing doctor's certificate. If the employee is resigned/retrenched/terminated than the balance sick leave should be paid on gross salary.

**DEMAND No. 21: ACCIDENT/INJURY ON DUTY:-**

It is demanded that in case of any non-ESIC employee meets with an accident/injury while on duty the period required for recovery should be treated as on duty and the entire expenses of treatment should be paid by the management till he/she fully recovers from injury and he/she should be given special leave with full pay till recovery. If in the case of ESIC covered employees then he/she will get the benefits as per ESIC Act and the Employer should pay such employee the difference of his/her salary after adjusting the benefits the employee has received from ESIC on completion of ESIC formalities.

**DEMAND No. 22: COMPENSATION IN CASE OF DEATH OF AN EMPLOYEE:-**

It is demanded that the existing policy be revised and one days' salary of all employees including General Manager down the line to all employees and to be handed over to the next of kin of the deceased. (the above benefit should be to all the employees of the hotel including the non-union employees including the Managers).

**DEMAND No. 23: GRATUITY:-**

It is demanded that all the employees who have completed 15 years of service shall be paid 30 days Gratuity for the purpose of calculations under Gratuity Act. Gratuity will be paid in the event of eligible employees resigning from services.

Normal Gratuity:  $(\text{Basic} + \text{VDA} + \text{FDA})/26 = (\ )^*$   
(15 days)\* (No. of years).

Gratuity for completing 15 years of service:

$(\text{Basic} + \text{VDA} + \text{FDA})/26 = (\ )(30 \text{ days})^*$  No. of years).

**DEMAND NO. 24: SEATING ROOM FOR DRIVERS:-**

It is demanded that the management should provide a proper seating room for drivers.

**DEMAND No. 25: GARAGE FACILITY:-**

It is demanded that the management should extend a covered garage to its employees for parking their vehicles.

**DEMAND No. 26: FUNERAL EXPENSES:-**

It is demanded that in the event of an unfortunate death of an employee, the amount to be increased by Rs. 5,000/-.

**DEMAND No. 26(a): INTERIM RELIEF:-**

Pending the finalization of all the above demands spelt-out herein, in this Charter of Demands dated 03-04-2017, the Union/Workmen demanded that each workman who is on the pay roll of Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort) be granted an amount of Rs. 6,500/- per month per worker as an INTERIM RELIEF with effect from 01-02-2016 since the present salary and other emoluments are meager and pathetic and earlier Charter of Demands is pending since 1st February, 2013. This Interim Relief be adjusted from the final relief settlement to be granted to the workmen.

**DEMAND No. 26(b): REGULARISATION OF THE CONTRACT/CASUAL/TEMPORARY/DAILY WAGE WORKMEN/ABOLITION OF CONTRACT LABOUR//AND END TO CONTRACTUAL AGREEMENTS AND ALL THE CASUALS TO BE MADE PERMANENT:-**

(i) That all the Casual/Temporary/Contract workpersons employed at Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort), Varca, Salcete, Goa, be made permanent and brought on the permanent rolls of Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort), Varca, Salcete-Goa.

(ii) The Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort) should abolish the system of contractual agreements//Fixed Term Contract to man the regular positions in the Resort. All the affected workers be absorbed by Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort) and confirmed.

(iii) The Caravela Beach Resort (Formerly known as Ramada Caravela Beach Resort) should not contract out, out-source or engage the services of a Labour Contractor or Agency, which supplies the Resort workers to perform the work activities and functions pertaining to regular positions.

(2) *If answer to issue No.1 is in negative, then, what relief the workmen are entitled to?"*

2. During the course of proceedings, the Parties filed an application together with a Settlement. In the application it is prayed that an Award be passed in the present reference in terms of the Settlement.

3. The terms of Settlement are as follows:-

**SETTLEMENT**

I. That the operative period of the settlement will be for a period from 01-04-2017 to 31-03-2020.

II. An average increase of Rs. 5,000/- per month will be paid to all the employees for the above period of Charter of Demands. The amount of Rs. 5,000/- will be the total Cost to Company (CTC) inclusive of all perquisites. As mutually discussed and agreed, the arrears of the said increase shall be paid to the Workmen as an 'Ex-Gratia'.

III. That the Employer Company shall pay a Net Ex-gratia amount to the respective employees on the basis of their attendance, absenteeism, Staff Cafeteria deduction, Employer and Employee share of PF contributions, Gratuity, etc. The details of the Ex-gratia amount payable to the respective employees, net of adjustments, from 01-04-2017 to 31-03-2022 is shown in the Annexure-A to the settlement.

IV. Adjustment to Staff Cafeteria: As mutually agreed by and between the parties, the staff cafeteria monthly adjustment per Workman that was Rs. 250/- per Workman per month in the years 2013 to 2017, has been increased to a total of Rs. 350/- per month (an increase of Rs. 100/- per month per Workman), from the month of April, 2017.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-04-2017 to 31-03-2022 and this is reflected in the calculations of Annexure A.

**Deductions:** As mutually agreed by and between the Parties, it is agreed that the certain Cost to Company elements are adjusted against the average CTC of Rs. 5,000/- per month, and the same shall be adjusted from the Ex-gratia amount on a pro-rata basis.

V. That on receipt of the aforesaid amount, the Union shall file pursis before the Hon'ble Industrial Tribunal that they have received the entire dues arising out of the said Charter of Demands to their fullest satisfaction and nothing more is due and nothing more is payable at any point in time to the employees who are members of the Union.

VI. That the Union and its Office-bearers /Members who are the signatories to the settlement confirms that they are in receipt of the amount as specified in Annexure-A, and to the settlement in full and final terms. The Union and the Workmen confirm that they have settled all the issues raised in their Charter of Demands amicably out of the Hon'ble Tribunal and none of the employees/ /the Union have any right or claim to raise any dispute against the employer Company before any authority or Court of law in respect of the Charter of Demands or any other case in the future.

VII. It is further agreed that since the aforesaid amount is a running additional amount to the salary of the employees, the Employer has agreed to pay arrears for a period from 01st April, 2017 to 31-03-2022. A separate chart showing the arrears of Wages for 60 Months, period is at 'Annexure A' to the settlement.

VIII. It is further accepted, understood and admitted by the Union and its members that they are in receipt of financial benefits and up-gradation as per the Charter of Demands for a period from April, 2017 to 31st March, 2020. In addition to the said arrears the Employer Company also paid the said increased amount from 01st April, 2017 to 31st March, 2022 (Total 60 Months) thus taking full effect and benefit out of the said Charter of Demands.

IX. That both the Parties agree to file the present settlement before the Hon'ble Industrial Tribunal in reference Case No. IT/19 of 2020 to

pray for an appropriate Award in terms of the present settlement.

- X. The Union/Office bearers/Workmen declare that they shall not raise any claim, contention, complaint, dispute, agitation or petition before any Authority or Court of Law in respect of the subject matter of these settlements and shall not raise any financial liability or disputes with the Employer Company in whatsoever manner in view of the present settlement.
- XI. As and when the Code of Wages/new laws /new regulations come into force, both the Parties agree that they will abide the same, including restructuring of wages and the Union/Office bearers/Workmen shall not raise any dispute, claim of any financial nature. The Union/Workmen who sign this settlement, hereby unconditionally agree that the Management of the Hotel and the Company will have the unfettered rights to restructure, amend, modify and ratify the existing wage structure and related components and overall framework, to suit the new rules and laws that will come into force in the future.
- XII. It is agreed, understood, accepted by and between the Parties that by executing these settlements, the Union/Workmen shall not raise any demands or claims or contentions or disputes for monetary benefits and any other benefits, as agreed in the present settlement, in the future.
- XIII. It is further agreed, understood and admitted by and between the Parties that the Union/ /Workmen and Management shall continue to keep amicable relations, with no disruptive activities towards the Hotel guests and no activities that could potentially harm the reputation of the Hotel and Management and the Company; for better industrial relations, peace and harmony.
- XIV. It is agreed by and between the Parties that till the execution of the next settlement in respect of any Charter of Demands, the Union/ /Workmen shall not indulge in any sort of illegal practices or resort to any strike or agitation causing any loss to the Company in any manner.
- XV. That, the Wage Scale, Increment, Break-up of increased wages, Leave Benefits and other Service conditions are annexed hereto and marked it as 'Annexure B' to this settlement forming part and parcel of this Agreement.

**General Terms and Conditions:**

- (i) The Union/Workmen appreciate that in order to improve the competitive status of products and profitability, it is necessary for the Company to utilize its resources effectively including continual updating of technology, for this purpose the Workmen agree to co-operate with the Management to achieve improved efficiency and productivity.
- (ii) The Union/Workmen assure full co-operation in elimination of wasteful practices.
- (iii) The Union/Workmen agree to give full co-operation to the Management in the maintenance of discipline, reduction of absenteeism and adhering to good service practices and safety regulations. That the age of retirement of the employees shall continue to be 58 years as per prevailing practice.
- (iv) It is agreed that the Management, the Union/Workmen undertake to maintain good industrial relations and further agree not to support or indulge in any unfair labour practices and whenever differences/disputes arise, the same shall be resolved in a peaceful and legitimate democratic process through mutual discussions and/or recourse to the legal machinery provided under the law.
- (v) The Management has during the course of the negotiations put forward various suggestions/concerns in improving the productivity, and reducing the cost, maintain discipline and favorable environment which in turn shall increase productivity. The Union/Workmen have agreed to co-operate with the Management on all these matters which will increase the productivity and it will be beneficial to both the Employer and Employees.
- (vi) It is agreed that the Union/Workmen will wholeheartedly co-operate to support any Department in the course of busy operations as per the Cross-support Incentive Initiative of the Hotel without changing their existing service conditions.
- (vii) It is agreed that the Union/Workman will be open to partake in the Cross-training exercises and the Union/Workmen will accept two different roles in two different Departments based on the needs of the Hotel Operations, market conditions and industry trends. It is compulsory that the majority of the Workmen shall undergo training and shall develop multi-tasking abilities to handle the work of all departments without changing their existing service conditions.

- (viii) It is agreed between the Parties that the terms and conditions of the services which are not specifically altered by this settlement shall continue to be in force.
- (ix) It is agreed by the Workmen and the Union that an amount of Rs. 5,000/- will be deducted at source from the arrears payable to the member Workmen, who are the beneficiaries of the Settlement, as an authorized Union deduction/fee and the same shall be disbursed by the Management to the AITUC by way of a crossed cheque in favour of AITUC, within 2 weeks of signing of the settlement.
- (x) The following acts and omissions shall be treated as misconduct:
  - (a) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
  - (b) Theft, fraud or dishonesty in connection with the employer's business or property.
  - (c) Willful damage to or loss of employer's goods or property
  - (d) Taking or giving bribes or any illegal gratification.
  - (e) Habitual absence without leave or absence without leave for more than 10 days.
  - (f) Habitual late attendance.
  - (g) Habitual breach of any law applicable to the establishment
  - (h) Riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline.
  - (i) Habitual negligence or neglect of work.
  - (j) Frequent repetition of any act of omission for which a fine may be imposed to a maximum of 2 per cent of the wages in a month.
  - (k) Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.
  - (l) Any act of Sexual Harassment will be subject to strict disciplinary action as provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (xi) The Union and the Office bearers are bound by the confidentiality and data protection (as per the GDPR policy of the Company), which has been

accessed by them during their normal course of duties/responsibilities and any breach of confidentiality and data protection will be subject to disciplinary action.

- (xii) It is agreed by and between the Parties that the existing practice and service conditions shall remain unchanged.

4. The terms of settlement is signed by Sundar G. Advani, Chairman and Managing Director of Party II, Prahlad S. Advani, Chief Executive Officer of Party II, Prasad Kanoth, Vice President of Party II, Sourav Panchanan, General Manager of Party II, Ajay Vichare, Chief Financial Officer of Party II, Ranell Gomes, Asst. Manager-HR of Party II, Mr. R. D. Mangueshkar, Deputy General Secretary, AITUC, Mr. Suhaas Naik, Secretary-AITUC, Marcelino Fernandes, President of Party I, Joao Anselmo Fernandes, General Secretary of Party I, Inacio Gomes, Vice President of Party I, Minguel Cardozo, Joint Secretary of Party I and Angela D'Cruz, Joint Treasurer of Party I.

5. I have gone through the records of the case and the terms of settlement. I am convinced that the terms of settlement filed by Parties are just and fair and are in the interest of the workmen/Party I and the Employer/Party II and therefore the same are accepted.

Hence, I pass the following Order:

#### ORDER

1. The reference in IT/19/2020 stands awarded in terms of Settlement filed by both the Parties at Exhibit 7 Colly.

2. The Settlement terms are as hereunder:

#### SETTLEMENT

- I. That the operative period of the settlement will be for a period from 01-04-2017 to 31-03-2020.
- II. An average increase of Rs. 5,000/- per month will be paid to all the employees for the above period of Charter of Demands. The amount of Rs. 5,000/- will be the total Cost to Company (CTC) inclusive of all perquisites. As mutually discussed and agreed, the arrears of the said increase shall be paid to the Workmen as an 'Ex-Gratia'.
- III. That the Employer Company shall pay a Net Ex-gratia amount to the respective employees on the basis of their attendance, absenteeism, Staff Cafeteria deduction, Employer and

Employee share of PF contributions, Gratuity, etc. The details of the Ex-gratia amount payable to the respective employees, net of adjustments, from 01-04-2017 to 31-03-2022 is shown in the Annexure-A to the settlement.

IV. Adjustment to Staff Cafeteria: As mutually agreed by and between the parties, the staff cafeteria monthly adjustment per Workman that was Rs. 250/- per Workman per month in the years 2013 to 2017, has been increased to a total of Rs. 350/- per month (an increase of Rs. 100/- per month per Workman), from the month of April, 2017.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-04-2017 to 31-03-2022 and this is reflected in the calculations of Annexure A.

Deductions: As mutually agreed by and between the Parties, it is agreed that the certain Cost to Company elements are adjusted against the average CTC of Rs. 5,000/- per month, and the same shall be adjusted from the Ex-gratia amount on a pro-rata basis.

V. That on receipt of the aforesaid amount, the Union shall file pursis before the Hon'ble Industrial Tribunal that they have received the entire dues arising out of the said Charter of Demands to their fullest satisfaction and nothing more is due and nothing more is payable at any point in time to the employees who are members of the Union.

VI. That the Union and its Office-bearers/ /Members who are the signatories to the settlement confirms that they are in receipt of the amount as specified in Annexure-A, and to the settlement in Full and Final terms. The Union and the Workmen confirm that they have settled all the issues raised in their Charter of Demands amicably out of the Hon'ble Tribunal and none of the employees/ /the Union have any right or claim to raise any dispute against the employer Company before any authority or Court of law in respect of the Charter of Demands or any other case in the future.

VII. It is further agreed that since the aforesaid amount is a running additional amount to the salary of the employees, the Employer has agreed to pay arrears for a period from 01st April, 2017 to 31-03-2022. A separate chart showing the arrears of Wages for 60 Months, period is at 'Annexure A' to the settlement.

- VIII. It is further accepted, understood and admitted by the Union and its members that they are in receipt of financial benefits and up-gradation as per the Charter of Demands for a period from April, 2017 to 31st March, 2020. In addition to the said arrears the Employer Company also paid the said increased amount from 01st April, 2017 to 31st March, 2022 (Total 60 Months) thus taking full effect and benefit out of the said Charter of Demands.
- IX. That both the Parties agree to file the present settlement before the Hon'ble Industrial Tribunal in reference Case No. IT/19 of 2020 to pray for an appropriate Award in terms of the present settlement.
- X. The Union/Office bearers/Workmen declare that they shall not raise any claim, contention, complaint, dispute, agitation or petition before any Authority or Court of Law in respect of the subject matter of these settlements and shall not raise any financial liability or disputes with the Employer Company in whatsoever manner in view of the present settlement.
- XI. As and when the Code of Wages/new laws/new regulations come into force, both the Parties agree that they will abide the same, including restructuring of wages and the Union/Office bearers/Workmen shall not raise any dispute, claim of any financial nature. The Union/Workmen who sign this settlement, hereby unconditionally agree that the Management of the Hotel and the Company will have the unfettered rights to restructure, amend, modify and ratify the existing wage structure and related components and overall framework, to suit the new rules and laws that will come into force in the future.
- XII. It is agreed, understood, accepted by and between the Parties that by executing these settlements, the Union/Workmen shall not raise any demands or claims or contentions or disputes for monetary benefits and any other benefits, as agreed in the present settlement, in the future.
- XIII. It is further agreed, understood and admitted by and between the Parties that the Union/Workmen and Management shall continue to keep amicable relations, with no disruptive activities towards the Hotel

guests and no activities that could potentially harm the reputation of the Hotel and Management and the Company; for better industrial relations, peace and harmony.

- XIV. It is agreed by and between the Parties that till the execution of the next settlement in respect of any Charter of Demands, the Union/Workmen shall not indulge in any sort of illegal practices or resort to any strike or agitation causing any loss to the Company in any manner.
- XV. That, the Wage Scale, Increment, Break-up of increased wages, Leave Benefits and other Service conditions are annexed hereto and marked it as 'Annexure B' to this settlement forming part and parcel of this Agreement.

#### General Terms and Conditions:

- (i) The Union/Workmen appreciate that in order to improve the competitive status of products and profitability, it is necessary for the Company to utilize its resources effectively including continual updating of technology, for this purpose the Workmen agree to co-operate with the Management to achieve improved efficiency and productivity.
- (ii) The Union/Workmen assure full co-operation in elimination of wasteful practices.
- (iii) The Union/Workmen agree to give full co-operation to the Management in the maintenance of discipline, reduction of absenteeism and adhering to good service practices and safety regulations. That the age of retirement of the employees shall continue to be 58 years as per prevailing practice.
- (iv) It is agreed that the Management, the Union/Workmen undertake to maintain good industrial relations and further agree not to support or indulge in any unfair labour practices and whenever differences/disputes arise, the same shall be resolved in a peaceful and legitimate democratic process through mutual discussions and/or recourse to the legal machinery provided under the law.
- (v) The Management has during the course of the negotiations put forward various

- suggestions/concerns in improving the productivity, and reducing the cost, maintain discipline and favorable environment which in turn shall increase productivity. The Union/Workmen have agreed to co-operate with the Management on all these matters which will increase the productivity and it will be beneficial to both the Employer and Employees.
- (vi) It is agreed that the Union/Workmen will wholeheartedly co-operate to support any Department in the course of busy operations as per the Cross-support Incentive Initiative of the Hotel without changing their existing service conditions.
- (vii) It is agreed that the Union/Workman will be open to partake in the Cross-training exercises and the Union/Workmen will accept two different roles in two different Departments based on the needs of the Hotel Operations, market conditions and industry trends. It is compulsory that the majority of the Workmen shall undergo training and shall develop multi-tasking abilities to handle the work of all departments without changing their existing service conditions.
- (viii) It is agreed between the Parties that the terms and conditions of the services which are not specifically altered by this settlement shall continue to be in force.
- (ix) It is agreed by the Workmen and the Union that an amount of Rs. 5,000/- will be deducted at source from the arrears payable to the member Workmen, who are the beneficiaries of the Settlement, as an authorized Union deduction/fee and the same shall be disbursed by the Management to the AITUC by way of a crossed cheque in favour of AITUC, within 2 weeks of signing of the settlement.
- (x) The following acts and omissions shall be treated as misconduct:
- (a) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- (b) Theft, fraud or dishonesty in connection with the employer's business or property.
- (c) Willful damage to or loss of employer's goods or property.
- (d) Taking or giving bribes or any illegal gratification.
- (e) Habitual absence without leave or absence without leave for more than 10 days.
- (f) Habitual late attendance.
- (g) Habitual breach of any law applicable to the establishment.
- (h) Riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline.
- (i) Habitual negligence or neglect of work.
- (j) Frequent repetition of any act of omission for which a fine may be imposed to a maximum of 2 per cent of the wages in a month.
- (k) Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.
- (l) Any act of Sexual Harassment will be subject to strict disciplinary action as provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (m) The Union and the Office bearers are bound by the confidentiality and data protection (as per the GDPR policy of the Company), which has been accessed by them during their normal course of duties/ responsibilities and any breach of confidentiality and data protection will be subject to disciplinary action.
- (n) It is agreed by and between the Parties that the existing practice and service conditions shall remain unchanged.
3. No orders as to costs.
4. Inform the Government accordingly.

Sd/-

(Anil Scaria)  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.

## OFFICIAL GAZETTE — GOVT. OF GOA

SERIES II No. 47

23RD FEBRUARY, 2023

## LIST OF ARREARS FOR CHARTER OF DEMAND FOR THE PERIOD APRIL 1, 2017 TO MARCH 21, 2020 AND THE RUNNING ARREARS OF THE SAME TILL MARCH, 2022

Emp. Code	Name of the Employee	Amount payable from 01-04-2017 to 31-03-2022 (60 months)	No. of days (During April 2017 to March 2022)	No. of days of Absenteeism	No. of days (paid for)	Reduction towards Absenteeism	Amount payable from 01-04-2017 to 31-03-2022 based on attendance	Employer Contribution for PF	Employee Contribution for PF	PF Contribution (Employer + Employee)	Gratuity	Staff Cafeteria Deduction based on attendance	Net Ex-gratia amount payable
107	MARIO ANTАО	3,00,000	1826	353	1473	57,996	2,42,004	12,840	12,840	20,716	5,142	4,840	2,11,307
148	THOMAS BAPTISTA	3,00,000	1826	204	1622	33,516	2,66,484	12,840	12,840	22,811	5,142	5,330	2,33,201
152	FILOMENO RODRIGUES	3,00,000	1826	121	1705	19,880	2,80,120	12,840	12,840	23,978	5,142	5,602	2,45,398
156	DAMIAO BAPTISTA	3,00,000	1826	189	1637	31,051	2,68,949	12,840	12,840	23,022	5,142	5,379	2,35,406
168	ANJELA D'CRUZ	3,00,000	1826	231	1595	37,952	2,62,048	12,840	12,840	22,431	5,142	5,241	2,29,234
169	CAROLINA BRAGANCA	3,00,000	1826	95	1731	15,608	2,84,392	12,840	12,840	24,344	5,142	5,688	2,49,218
171	RITINA VAZ	3,00,000	1826	171	1655	28,094	2,71,906	12,840	12,840	23,275	5,142	5,438	2,38,051
205	ANTONIO FERNANDES	3,00,000	1826	235	1591	38,609	2,61,391	12,840	12,840	22,375	5,142	5,228	2,28,646
228	MAIA SUCORINHA BRAGANCA	3,00,000	1826	137	1689	22,508	2,77,492	12,840	12,840	23,753	5,142	5,550	2,43,047
256	LUCIA MILAGRINA BAPTISTA	3,00,000	1826	199	1627	32,694	2,67,306	12,840	12,840	22,881	5,142	5,346	2,33,936
257	REMEDIANA PEARSON	3,00,000	1826	235	1591	38,609	2,61,391	12,840	12,840	22,375	5,142	5,228	2,28,646
289	PRASAD PHATU SHIRODKAR	3,00,000	1826	778	1048	1,27,820	1,72,180	12,840	12,840	14,739	5,142	3,444	1,48,855
292	LOURENCA SANTANA REBELLO	3,00,000	1826	143	1683	23,494	2,76,506	12,840	12,840	23,669	5,142	5,530	2,42,165
305	JOAO FERNANDES	3,00,000	1826	279	1547	45,838	2,54,162	12,840	12,840	21,756	5,142	5,083	2,22,181
315	MINGUEL ARCANJO CARVALHO	3,00,000	1826	13	1813	2,136	2,97,864	12,840	12,840	25,497	5,142	5,957	2,61,268
319	SHANKAR HANUMANT BOJKAR	3,00,000	1826	136	1690	22,344	2,77,656	12,840	12,840	23,767	5,142	5,553	2,43,194
320	JOAO INACIO GOMES	3,00,000	1826	207	1619	34,009	2,65,991	12,840	12,840	22,769	5,142	5,320	2,32,761
321	REMEDIOS MASCARENHAS	3,00,000	1826	115	1711	18,894	2,81,106	12,840	12,840	24,063	5,142	5,622	2,46,279
327	ROHIDAS NAIK	3,00,000	1826	141	1685	23,165	2,76,835	12,840	12,840	23,697	5,142	5,537	2,42,459
328	NAMDEO PURSO SUKADKAR	3,00,000	1826	82	1744	13,472	2,86,528	12,840	12,840	24,527	5,142	5,731	2,51,129
331	RAJU PARSEKAR	3,00,000	1826	215	1611	35,323	2,64,677	12,840	12,840	22,656	5,142	5,294	2,31,585
441	AJIT ZAMBODKAR	3,00,000	1826	183	1643	30,066	2,69,934	12,840	12,840	23,106	5,142	5,399	2,36,287
455	FABINA FERNANDES	3,00,000	1826	114	1712	18,729	2,81,271	12,840	12,840	24,077	5,142	5,625	2,46,426
629	CATARINA BRAGANZA	3,00,000	1826	153	1673	25,137	2,74,863	12,840	12,840	23,528	5,142	5,497	2,40,696
657	PIO CARDADE PEREIRA	3,00,000	1826	222	1604	36,473	2,63,527	12,840	12,840	22,558	5,142	5,271	2,30,556
659	VAMAN DESSAI	3,00,000	1826	90	1736	14,786	2,85,214	12,840	12,840	24,414	5,142	5,704	2,49,953
727	MARCELINO FERNANDES	3,00,000	1826	241	1585	39,595	2,60,405	12,840	12,840	22,291	5,142	5,208	2,27,764
804	SADANAND PANCHAL	3,00,000	1826	77	1749	12,651	2,87,349	12,840	12,840	24,597	5,142	5,747	2,51,863
862	FLORIANO PIRES	3,00,000	1826	333	1493	54,710	2,45,290	12,840	12,840	20,997	5,142	4,906	2,14,246
865	VIJAY SINGH RAWAT	3,00,000	1826	180	1646	29,573	2,70,427	12,840	12,840	23,149	5,142	5,409	2,36,728
921	CONSTANCIO VINCENT GOMES	3,00,000	1826	371	1455	60,953	2,39,047	12,840	12,840	20,462	5,142	4,781	2,08,662
959	AMELIA BRAGANCA	3,00,000	1826	211	1615	34,666	2,65,334	12,840	12,840	22,713	5,142	5,307	2,32,173
960	GENOVIA PEREIRA	3,00,000	1826	82	1744	13,472	2,86,528	12,840	12,840	24,527	5,142	5,731	2,51,129
1096	LEO D'COSTA	3,00,000	1826	50	1776	8,215	2,91,785	12,840	12,840	24,977	5,142	5,836	2,55,831
1109	MILAGRES COSTA	3,00,000	1826	290	1536	47,645	2,52,355	12,840	12,840	21,602	5,142	5,047	2,20,564
1728	SUSHANT ROHIDAS NAIK	3,00,000	1826	135	1691	22,180	2,77,820	12,840	12,840	23,781	5,142	5,556	2,43,341

Sd/-

(Anil Scaria)

Presiding Officer,  
Industrial Tribunal -Cum-  
Labour Court.

## Annexure - B

It is agreed by and between the Parties that the average increase of Rs.5,000/- CTC per month per Workman for the period from April 01, 2017 to November 30, 2022 subject to further adjustments for the Staff Cafeteria, etc., in emoluments in the salary and other benefits, shall be reflected in their salary slip from 01-12-2022 with the following wage structure:

## 1. Pay Scales – Demand No. 1

It has been agreed between the Parties that the pay scales shall be revised as under with prospective effect.

Grade	Revised Pay Scale
I	425-70-775-85-1200-100-1700-115-2275-130- -2925-145-3650-160-4450-175-5325-190-6275- -205-7300-220-8400.
II	475-85-900-100-1400-115-1975-130-2625-145- -3350-160-4150-175-5025-190-5975-205-7000- -220-8100-235-9275.
III	550-100-1050-115-1625-130-2275-145-3000- -160-3800-175-4675-190-5625-205-6650-220- -7750-235-8925-250-10175.
IV	700-115-1275-130-1925-145-2650-160-3450- -175-4325-190-5275-205-6300-220-7400-235- -8575-250-9825-265-11150.
V	800-130-1450-145-2175-160-2975-175-3850- -190-4800-205-5825-220-6925-235-8100-250- -9350-265-10675-280-12075.
VI	940-145-1665-160-2465-175-3340-190-4290- -205-5315-220-6415-235-7590-250-8840-265- -10165-280-11565-295-13040.
SPI	1110-165-1935-180-2835-195-3810-210-4860- -225-5985-240-7185-255-8460-270-9810-285- -11235-300-12735-315-14310.
SP II	1300-185-2225-200-3225-215-4300-230-5450- -245-6675-260-7975-275-9350-290-10800-305- -12325-320-13925-335-15600.

## 2. ADDITIONAL BASIC PAY–Demand No. 2

Both the Parties have agreed that the Workmen shall be paid Basic pay of Rs. 891/- on notional basis with effect from April 1, 2017 and the new fitted basic shall be the basic wage of the Workmen with effect from April 1, 2022. However, the Workmen shall be given the aforesaid basic wage effective from December 1, 2022.

## 3. FIXED DEARNESS ALLOWANCE–Demand No. 3

It has been agreed between the Parties that Workmen shall be given additional F.D.A. to the existing F.D.A. of Rs. 891/- per month effective

01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

## 4. VARIABLE DEARNESS ALLOWANCE–Demand No. 4

It has been agreed between the Parties after discussions that the same is mutually settled as dropped by the Workmen. However existing practice of calculation of VDA with the base of 1170 (1960-100) and Rs. 1.35 paise per point shall continue.

## 5. HOUSE RENT ALLOWANCE–Demand No. 5

It has been agreed between the Parties that the additional rise of Rs. 913/- per month shall be given in the existing House Rent Allowance effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

## 6. CITY COMPENSATORY ALLOWANCE–Demand No. 6

It has been agreed between the Parties that the additional rise of Rs. 815/- per month shall be given in the existing City Compensatory Allowance of Rs. 1,570/- per month effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

## 7. CONVEYANCE ALLOWANCE–Demand No. 7

It has been agreed between the Parties that the additional rise of Rs. 522/- per month shall be given in the existing Conveyance Allowance effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

## 8. SENIORITY INCREMENT – Demand No. 8

It has been agreed between the Parties after discussions that the same is mutually settled as dropped and to be treated as withdrawn.

## 9. LEAVE TRAVEL ALLOWANCE–Demand No. 9

It has been agreed between the Parties that effective from 01-04-2022 Workmen shall be given an increase of Rs. 1,454/- per annum in existing LTA, in addition to what is being paid earlier and the same shall be paid on pro-rata basis.

The Grand total payable under this head after adding the increase of Rs. 1454/- per annum is detailed below:

Grade	LTA payable per year effective 01-04-2022
SPII	Rs. 6819/- (Rs. 5365 + Rs. 1454)
SPI	Rs. 6119/- (Rs. 4665 + Rs. 1454)
VI	Rs. 5819/- (Rs. 4365 + Rs. 1454)
V	Rs. 5519/- (Rs. 4065 + Rs. 1454)

IV	Rs. 5069/- (Rs. 3615 + Rs. 1454)
I to III	Rs. 4569/- (Rs. 3115 + Rs. 1454)

**10. CASHHANDLING ALLOWANCE—Demand No. 10**

It has been agreed between the Parties that the existing practice of cash handling allowance of Rs. 500/- shall continue. This shall be applicable to only the staff handling cash in transit for bank deposits/withdrawals.

**11. OUTDOOR DUTY ALLOWANCE—Demand No. 11**

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

**12. SERVICE CHARGES—Demand No. 12**

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

**13. MEDICAL ALLOWANCE—Demand No. 13**

It has been agreed between the Parties that those who are not covered under the ESIC Scheme shall be paid a medical allowance of Rs. 3, 000/- per annum to partially cover their medical/Mediclaim policy.

It is clearly understood by and between the parties that the Individual Workmen shall take their own Mediclaim policy and the Company shall not be liable for any medical/Mediclaim policy for the Workmen out of ESIC.

**14. PICNIC ALLOWANCE—Demand No. 14**

It has been agreed between the Parties that existing practice of payment of Picnic allowance of Rs. 4500/- per Department once a year, including transport cost shall continue. This cannot be applied with retrospective effect, the same will be applicable from April 01, 2022. The unclaimed/unspent amount of Picnic Allowance cannot be carried forward to the next Financial Year.

**15. NEW YEAR GIFT—Demand No. 15**

It has been agreed between the Parties after discussions that the same is mutually settled as dropped and to be withdrawn from the Labour Office in entirety by the Workmen and nothing is due and payable as new year gift to the Workmen at any point of time.

**16. RETIREMENT BENEFIT—Demand No. 16**

It is agreed by and between the Parties the prevailing practice of Retirement at the age of 58 years shall continue.

It has been agreed between the Parties that the existing practice of giving Cash Gift of Rs. 5001/- on retirement shall continue.

**17. ACCIDENT/INJURY ON DUTY—Demand No. 17**

It has been agreed between the Parties that Workmen/Employees who are otherwise not covered under the provisions of the ESIC Act, 1948, shall be covered under the provisions of Employees Compensation Act, 1923 for which purpose, the Company shall cover them by way of Insurance from a suitable Insurance Company for an appropriate coverage under the above Act.

**18. APPRECIATION FOR DEDICATED SERVICE—Demand No. 17**

It has been agreed between the Parties after discussions that the same is mutually settled as dropped and to be withdrawn from the Labour Office in entirety by the Workmen and nothing is due and payable as an appreciation for dedicated service to the Workmen any more at any point of time.

**19. FUNERAL EXPENSES—Demand No. 18**

It has been agreed between the Parties that the existing practice of paying Rs. 2500/- shall continue.

**20. LOAN FACILITY—Demand No. 19**

It has been agreed between the Parties after discussion that the existing facility of availing Festival Loan shall be revised from Rs. 4,000/- to Rs. 5000/- and Loan for House Repairs and Self marriage shall be revised from Rs. 5000/- to Rs. 6000/-. Also the medical emergency loan shall be revised from Rs. 5000/- to Rs. 6000/-, which will be granted on production of proper medical reports. All the above mentioned loans shall be recovered in maximum 5 months. Only 2 employees shall be granted loan per month and the same shall be granted on the recommendation of the Committee Members.

However, the same will strictly depend on the cash/fund flow situation. The following conditions are made explicit:

- Marriage Certificate/Invitation Card.
- Complete Medical Records/Certificates.
- To be applied for at least 15 days in advance except in case of medical emergency.
- Only after recovery of one loan the second to be considered.

Advance against salary shall be paid only after 15th of the month and maximum shall be 50% of the gross salary.

## 21. Untitled—Demand No. 20

It has been agreed between the Parties after discussions that the same is mutually settled as dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

## 22. Untitled—Demand No. 21

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

## 23. STAFF CAFETERIA

As mutually agreed by and between the Parties, the staff cafeteria monthly adjustment per Workman that was Rs. 250/- per Union Workman per month in the years 2013 to 2017, has been increased to a total of Rs. 350/- (an increase of Rs. 100/- per month per Workman), since April, 2017.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-04-2017 to 31-03-2022 and this is reflected in the calculations of Annexure A.

With effect from April 1, 2022 going forward, an amount of Rs. 350/- per Workman will be adjusted each month from each Workman without any exceptions, irrespective of their attendance.

## 24. LEAVE

It has been agreed between the Parties that except the changes mentioned hereinbelow, the existing practices shall continue.

## (i) Encashment of Casual Leave

It has been agreed between the Parties after discussion that all the Casual Leave shall be availed by the Workman, during the Leave period and Casual Leave will not be allowed to be uncashed henceforth.

## (ii) Bereavement Leave

It has been agreed between the Parties after discussion that current practice of 4 days Bereavement Leave shall continue. However, henceforth Workmen are entitled to Bereavement Leave only in case of death of a Father, Mother, Spouse, Son, Daughter, Brother, Sister, Mother-in-Law and Father-in-Law.

In case more than one death occurs in the same year, PL is to be utilized. Additional 4 days will be granted only if the staff member has no Privilege Leave to his credit.

## (iii) Paternity Leave

It has been agreed between the Parties after discussion that Paternity Leave will be limited to 1 day.

(iv) Leave structure for all confirmed Employees will be as per below:

PL—22 days, carry forward up to 45 days as per the Law.

CL—9 days, no encashment.

SL—13 days, carry forward up to 30 days (for those out of ESIC only) & accumulation of a maximum of 24 days for Staff Under ESIC.

Sd/-

(Anil Scaria),  
Presiding Officer,  
Industrial Tribunal and  
Labour Court.



**Office of the District Magistrate  
North Goa**

**Corrigendum**

No. 38/14/2014/MAG/LLC/NTA/435

Read: 1) Order No. 38/14/2014/MAG/LLC/NTA/3175 dated 16-11-2022.

In the order referred above, the Member Secretary of Local Level Committee for North Goa District at Sr. No. 4 mentioned as "Ms. Annet V. Sequeira E Gomes (District Welfare Officer) District Social Welfare Officer/District Disabled Welfare Officer, Directorate of Social Welfare" shall be read as "District Welfare Officer, Directorate of Social Welfare".

All the other contents of the above referred order remains the same.

*Mamu Hage, IAS, District Magistrate, North Goa.*

Panaji, 10th January, 2023.



**Department of Personnel**

**Order**

No. 6/8/2022-PER/292

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to transfer and post the following officers of Goa Civil Service, in public interest, with immediate effect:-

Sr. No.	Name and present posting of the officer	Posted as
1.	Shri Shankar Gaonkar (awaiting posting)	Managing Director, Goa State ST Finance and Development Corporation Ltd.
2.	Shri Arvind Bugde, Managing Director, Goa Human Resource	Director, Directorate Handicrafts, Textile and Coir.

## OFFICIAL GAZETTE — GOVT. OF GOA

SERIES II No. 47

23RD FEBRUARY, 2023

Development Corporation  
with additional charge of  
Director, Directorate of  
Handicrafts, Textile and  
Coir

Shri Dashrath Redkar, Director, Tribal Welfare shall also hold the charge of Managing Director, Goa Human Resource Development Corporation, in addition to his own duties.

Shri Shankar Gaonkar shall draw salary against the vacant post of Leave and Training Reserve.

The officers appointed on ex-cadre deputation post shall be governed by the standard terms of deputation.

The officers shall complete handing over and taking over process within three days of issue of this order and submit compliance.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).  
Porvorim, 1st February, 2023.

**Order**

No. 7/1/2020-PER/411

Shri Polumatla P. Abhishek, IAS, Managing Director, Goa Industrial Development Corporation shall hold the charge of Director (Tourism) during the induction training period of Shri Nikhil U. Desai, IAS with immediate effect.

Smt. Sneha Gitte, IAS, Special Secretary (Home and Personnel) shall hold the charge of Director (Training), GIPARD during the induction training period of Shri Michael M. D'Souza, IAS with immediate effect.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).  
Porvorim, 13th February, 2023.

**Order**

No. 5/2/2017-PER/477

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to order transfer of the following Junior Scale Officer of Goa Civil Service, in public interest, with immediate effect:-

Sr.	Name of the Officer No.	Posted as & present post
1.	Shri Manohar Karekar, Chief Officer, Curchorem Cacora Municipal Council	Under Secretary to the Hon'ble Minister for PWD, Law &

with additional charge of  
Under Secretary to the  
Hon'ble Minister for PWD,  
Law & Judiciary,  
Legislative Affairs,  
Environment & Climate  
Change

Judiciary, Legislative  
Affairs, Environment  
& Climate Change  
with additional  
charge of Chief  
Officer, Curchorem  
Cacora Municipal  
Council.

The Officer shall be governed by the standard terms of deputation.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).  
Porvorim, 20th February, 2023.

**Department of Public Health****Order**

No. 22/1/2001-I/PHD/Part/214

Read: Order No. 22/1/2001-I/PHD/Part/03 dated 02-01-2023.

Consequent upon promotion of Dr. Rupa Naik, Chief Medical Officer to the post of Deputy Director (Public Health) vide Order No. 22/1/2001-I/PHD/Part/03 dated 02-01-2022, Dr. Rupa Naik is hereby posted as Deputy Director (Public Health) under Directorate of Health Services.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).  
Porvorim, 10th January, 2023.

**Order**

No. 38/11/2005-I/PHD/233

Government has decided to cancel all the Visiting Committees of all Public Health Centres (PHCs) and Community Health Centres (CHCs) with immediate effect.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).  
Porvorim, 14th February, 2023.

**Order**

No. 45/7/2004-I/PHD/246

Read: Memorandum No. 45/7/2004-I/PHD/1511 dated 02-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/

## OFFICIAL GAZETTE — GOVT. OF GOA

SERIES II No. 47

23RD FEBRUARY, 2023

/I/5/24(4)/2021/296 dated 19-10-2022, Government is pleased to appoint Dr. Sudip Datta Mandrekar to the post of Junior Surgeon (Group "A" Gazetted) under Directorate of Health Services in the Level 10 of Pay Matrix [Pay Band-3 Rs.15600-39100+Grade Pay Rs. 5400/- (pre-revised)].

Dr. Sudip Datta Mandrekar shall be on probation for a period of two years.

Dr. Sudip Datta Mandrekar has been declared medically fit by the Medical Board and that the character and antecedents has been verified by the District Magistrate, North Goa, Panaji vide letter No. 2/11/2016-MAG/VCA/Vol.II/66 dated 06-11-2023 and it is revealed that there is nothing adverse reported against him.

Consequent upon his appointment, the above Doctor is posted at South Goa District Hospital, Margao.

By order and in the name of the Governor of Goa.

*Gautami Parmekar, Under Secretary (Health-II).*

Porvorim, 15th February, 2023.

**Order**

No. 22/6/98-I/PHD/PFI/258

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM//II/11/24(1)/2017/464 dated 27-01-2023, Government is pleased to promote the following Medical Officers to the posts of Health Officer under Directorate of Health Services (Group 'A' Gazetted) on regular basis in Level 10 of Pay Matrix in 7th Pay Commission [PB-3 Rs. 15,600-39100+GP: Rs. 5400/- (pre-revised)] in the pay scale: Rs. 15,600-39100+ Grade Pay Rs. 5400/- with immediate effect:-

1. Dr. Maria Gwen Elvidia Joanita Saldanha.
2. Dr. Megha M. Dalvi alias Megha Datta Kudchadkar.

By order and in the name of the Governor of Goa.

*Gautami Parmekar, Under Secretary (Health-II).*

Porvorim, 16th February, 2023.

**Order**

No. 38/06/2023-I/PHD/266

Government of Goa is pleased to constitute City Task Force Committee for strengthening Urban Immunization in Urban or Municipal areas consisting of the following Committee members:-

Sr. No.	Designation in Department	Designation in Committee
1.	Mayor (Chairperson)	— Chairperson.
2.	Municipal Commissioner/ /Chief Officer	— Member.
3.	MS from District Hospital/ /Sub-District Hospital	— Member.
4.	Nodal Officer NUHM	— Member.
5.	CDPO	— Member.
6.	ADEI	— Member.
7.	IMA/IAP Member	— Member.
8.	AYUSH MO	— Member.
9.	PHN	— Member.
10.	Health Education/Extension Educator/IEC Supervisor	— Member.
11.	NHM Accountant	— Member.
12.	Representative fro WHO India	— Member.
13.	NGOs/Lions Club/Rotary	— Member.
14.	Corporate Social Leaders	— Member.
15.	Minority Community Leaders	— Member.
16.	Representatives of Prominent local private schools	— Member.
17.	Representatives of Civil Society Organizations & religious body	— Member.
18.	Other representatives from line departments as per the need	— Member.
19.	Health Officer/MO I/C	— Member.

Having a separate task force on Urban Immunization is envisioned to bring in greater focus on improving immunization and thereby reducing morbidity and mortality related to vaccine preventable diseases especially in marginalized sections of society, in urban poor such as slums etc.

**Terms of Reference**

1. City Task Force Committee meeting to be held once in 2 months.
2. Review of immunization program performance by monitoring HMIS, RCH portal, CWIN portal etc.
3. Review the process leading to planning and implementation of immunization program including existing micro plan and duelist.
4. Identification of operational constraints.
5. Ensure corrective operational steps to improve routine immunization coverage in the urban setting with a focus on urban poor.

6. Ensure preparation of Program Implementation Plans (PIPs) based on the urban needs of the cities.
7. Ensure the department develops focused communication plan targeting the unreached under NHM (PIPs).
8. Ensure any disease outbreak is timely detected, investigated and reported.
9. Co-ordination with all stakeholders and develop innovative solutions to identified obstacles in Urban RI implementation.
10. The Member Secretary must ensure the proceedings of CTFU-I: Document attendance, minutes and agenda. Forward the minutes to key participants with a copy to the State Task Force Immunization.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 10th February, 2023.

#### Order

No. 7/14/91-II/PHD/357

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM//II/11/30(14)/2021/460 dated 27-01-2023, Government is pleased to promote Smt. Kirti Sansguri, Pharmaceutical Chemist to the post of Senior Pharmaceutical Chemist (Group "A" Gazetted) in Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15600-39100+GP: Rs. 6600/-) and other allowances to be fixed as per rules with immediate effect.

Smt. Kirti Sansguri shall be on probation for a period of two years.

The promotion is made against the vacancy occurred due to retirement of Shri Harshad Kudchadkar, Senior Pharmaceutical Chemist on attaining the age of superannuation on 31-10-2022.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).

Porvorim, 16th February, 2023.

#### Order

No. 4/15/2002-II/PHD/Part/358

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM//

/II/11/30(9)/2022/463 dated 27-01-2023, Government is pleased to promote Dr. Shubhangi Borker, Assistant Lecturer to the post of Lecturer in the Department of Microbiology (Group "A" Gazetted) in Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15600-39100+GP: Rs. 6600/-) and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to promotion of Dr. Shobha Parsekar, Lecturer to the post of Assistant Professor in the Department of Microbiology in GMC vide Order No. 4/15/2002-II/PHD/Part/468 dated 30-06-2022.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).

Porvorim, 16th February, 2023.

#### Order

No. 4/1/2003-II/PHD/Vol.I/359

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM//II/11/30(1)/2015/459 dated 27-01-2023, Government is pleased to promote Dr. Clarista Meleena Quadros, Assistant Lecturer to the post of Lecturer in the Department of Anatomy (Group "A" Gazetted) in Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15600-39100+GP: Rs. 6600/-) and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancies occurred due to promotion of Dr. Sulekha Kholap, Lecturer to the post of Assistant Professor in the Department of Anatomy in GMC vide Order No. 4/1/2003-II/PHD/Vol.I/535 dated 27-04-2022.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).

Porvorim, 16th February, 2023.

#### Order

No. 4/14/2003-II/PHD/Part/363

On the recommendation of Goa Public Service Commission conveyed vide their letter No. COM//II/12/30(5)/2022/461 dated 27-01-2023, the Government is pleased to declare the following

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Doctor as having satisfactorily completed her probation period of two years and to confirm her in the post of Associate Professor in the Department of Neurology in Goa Medical College, Bambolim, with effect from the date of completion of her probation period.

Sr. No.	Name of the officer	Date of completion of probation period
1.	Dr. Teresa Maria Palmira Costa Ferreira	05-08-2020

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).  
Porvorim, 16th February, 2023.

**Order**

No. 4/13/2020-II/PHD/369

Read: 1) Memorandum No. 4/13/2020-II/PHD/1284 dated 16-08-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/30(6)/2021/150 dated 20-06-2022, Government is pleased to appoint Dr. Mandar Ramesh Tilak to the post of Assistant Professor in the Department of Surgical Oncology (Group "A" Gazetted) under the Goa Medical College, Bambolim-Goa on temporary basis in the Level-11 of Pay Matrix of 7th Pay Commission [Pay Band-3 Rs. 15600-39100+Grade Pay of Rs. 6600/- (pre-revised)] with immediate effect and as per the terms and conditions contained in the Memorandum cited above.

Dr. Mandar Ramesh Tilak shall be on probation for a period of two years.

Dr. Mandar Ramesh Tilak has been declared medically fit by the Medical Board. The appointment of above candidate is made subject to the verification of her character and antecedents. In the event of any adverse matter noticed by the Government on verification of his character and antecedents, his services will be terminated.

The appointment is made against the vacancy occurred due to creation of additional posts of Assistant Professor in Goa Medical College vide Order No. 4/1/2018-II/PHD/1195 dated 14-08-2019 and allotted 01 post of Assistant Professor in the Department of Surgical Oncology, Goa Medical

College vide Order No. 4/ 1/2018-II/PHD/Part-I/3383 dated 23-10-2020.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health-I).  
Porvorim, 20th February, 2023.

**Order**

No. 4/18/2020-II/PHD/374

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/11/30(1)/2021/462 dated 27-01-2023, Government is pleased to promote the following doctors to the post of Lecturer in the Department of Pathology (Group "A" Gazetted) in Goa Medical College and Hospital, Bambolim on regular basis in the Level 11 of Pay Matrix (PB-3: Rs. 15600-39100/-+GP: Rs. 6600/-) and other allowances to be fixed as per rules with immediate effect :-

1. Dr. Peter Rodrigues.
2. Dr. Rajika S. Bhat.
3. Dr. (Mrs.) Ketan S. Sukthankar.

The promotion is made against the vacancies occurred due to promotion of Dr. Sangeeta Amonkar, Dr. Dominic Lobo and Dr. Seeta M. Pai Raiturkar, Lecturers to the post of Assistant Professor in the Department of Pathology in GMC vide Order No. 4/18/2002-II/PHD/1715 dated 17-09-2021.

By order and in the name of the Governor of Goa.

*Trupti B. Manerkar*, Under Secretary (Health).  
Porvorim, 20th February, 2023.

**Notification**

No. 38/09/2023-I/PHD/216

Government is pleased to establish a Committee to review progress of Sustainable Development Goals for Goa. The composition of the Committee is as follows:-

- |   |                |
|---|----------------|
| 1. Chief Secretary                          | — Chairperson. |
| 2. Secretary (Health)                       | — Member.      |
| 3. Secretary, Women & Child Development     | — Member.      |
| 4. Joint Secretary (Finance)                | — Member.      |
| 5. Director, Directorate of Health Services | — Member.      |
| 6. Director, Women & Child Development      | — Member.      |

7. Director, Education Department — Member.
8. Director, Directorate of Planning, — Member. Statistics and Evaluation
9. Director, Food and Drugs Administration — Member.
10. Dy. Director (PH), DHS — Member Secretary.
11. HOD, Department of Preventive and Social Medicine, GMC
12. Indian Medical Association, — Member. Goa Branch
13. Chief Medical Officer, Family Welfare — Member.
14. Chief Medical Officer, NCDC — Member.

**Terms and reference of the Committee:**

1. The Committee will meet every quarterly or as and when required.
2. Determine and analyze the causes of rising trend in prevalence of anemia, wasting and stunting in children and low birth weight babies and associated factors and thereby suggest interventions/measures to address them.
3. Monitor and ensure that recommended actions suggested by the said committee and being adequately implemented.
4. Suggest/amend policies and frame new guidelines as per requirement.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 10th February, 2023.



### **Directorate of Skill Development & Entrepreneurship**

#### **Order**

No. 30/22/DSDE/EST/DD(TRG.)/2022/6343

On the recommendation of Goa Public Service Commission vide their communication No. COM/II/11/60(1)/2022/466 dated 27-01-2023, Government is pleased to promote Shri Sakharam S. Gaonkar, Principal Grade-A (Sr. Scale), to the post of Deputy Director (Training) (Group "A" Gazetted) in the pay scale of Rs. 15600-39100+G.P. Rs. 6600/- (pay matrix Level 11 as per 7th Pay Commission) on regular basis and post him at Head Office, Skill Development & Entrepreneurship, with immediate effect.

The present pay of the incumbent is protected in the pay matrix in which his salary is drawn.

The above promotion is made against the post created vide Order No. 13/5/DSDE/EST/CREATION/2021/525 dated 02-06-2022.

The expenditure towards his salary shall be debited to the Budget Head "2230-Labour and Employment, 03-Training, 101-ITI, 02-ITI Centres & Expansion (Plan), 01-Salaries".

By order and in the name of the Governor of Goa.

*Dipak S. Desai*, Director (Skill Development & Entrepreneurship) & ex officio Addl. Secretary.

Panaji, 14th February, 2023.

#### **Order**

No. 30/22/DSDE/EST/DD(TRG.)/2022/6344

On the recommendation of Goa Public Service Commission vide their communication No. COM/II/11/60(1)/2022/466 dated 27-01-2023, Government is pleased to promote Shri Rajesh P. Lolayekar, Assistant Director (Training), to the post of Deputy Director (Training) (Group "A" Gazetted) in the pay scale of Rs. 15600-39100+G.P. Rs. 6600/- (pay matrix Level 11 as per 7th Pay Commission) on regular basis and post him at Head Office, Skill Development & Entrepreneurship, with immediate effect.

The above promotion is made against the post created vide Order No. 13/5/DSDE/EST/CREATION/2021/525 dated 02-06-2022.

The expenditure towards his salary shall be debited to the Budget Head "2230-Labour and Employment, 03-Training, 101-ITI, 02-ITI Centres & Expansion (Plan), 01-Salaries".

By order and in the name of the Governor of Goa.

*Dipak S. Desai*, Director (Skill Development & Entrepreneurship) & ex officio Addl. Secretary.

Panaji, 14th February, 2023.



### **Department of Town and Country Planning Office of the Chief Town Planner (Adm.)**

#### **Order**

No. 1/3/TCP(Part-File)/2017-19/293

Government is pleased to order the transfer and posting of following Senior Town Planners of the

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Town and Country Planning Department, in public interest, with immediate effect.

Sr. No.	Name and present posting of the officer	Transferred/ /posted as
1.	Shri R. K. Pandita, Senior Town Planner, North Goa District Office with additional charge of Member Secretary, North Goa PDA	Member Secretary, North Goa PDA.

Ms. Vertika Dagur, Senior Town Planner (HQ) shall hold the charge of Senior Town Planner, North Goa District Office, in addition to her own duties.

The officers appointed on ex-cadre deputation post shall be governed by the standard terms of deputation.

The officers shall complete handing over and taking over process with immediate effect and submit compliance.

By order and in the name of the Governor of Goa.

*James Mathew*, Chief Town Planner (Admin.) & ex officio Jt. Secretary.

Panaji, 14th February, 2023.



## Department of Urban Development

Directorate of Municipal Administration/Urban Development

## Notification

No. 10/671/2015-DMA/4604

The Government has constituted a Special Purpose Vehicle (SPV) in the name and style of Imagine Panaji Smart City Development Limited (IPSCDL) for operationalizing the Smart City Projects with Board of Directors (BoD) vide Notification No. 10/671/2015-DMA/658 dated 9th June, 2016, Notification No. 10/671/2015-DMA/2170 dated 26th October, 2017, Notification No. 10/671/2015-DMA/3683 dated 08th March, 2019, Notification No. 10/671/2015-DMA/4858 dated 14th October, 2020, Notification No. 10/671/2015-DMA/4830 dated 14th January, 2021, Notification No. 10/671/2015-DMA/5282 dated 16th February, 2021, Notification No. 10/671/2015-DMA/170 dated 19th April, 2021, Notification No. 10/671/2015-DMA/488 dated 26th May, 2021, Notification No. 10/671/2015-DMA/4698 dated 24th February, 2022, Notification No. 10/671/2015-DMA/2039 dated 14th July, 2022 and Notification No. 10/671/2015-DMA/3179 dated 20th October, 2022. The Government of Goa hereby re-constitutes the Board of IPSCDL with ex officio members as per designation given in Column (2) in Table A below and non ex officio members as given in Table B below:

TABLE A

Sr. No.	Designation	Name	IPSCDL Board Designation
(1)	(2)	(3)	(4)
1.	Chief Secretary, Government of Goa	Shri Puneet Kumar Goel, IAS	Chairman.
2.	Secretary (Finance), Government of Goa	Dr. V. Candavelou, IAS	Director.
3.	Secretary (Urban Development), Government of Goa	Shri Ramesh Verma, IAS	Director.
4.	Collector, North Goa	Ms. Mamu Hage, IAS	Director.
5.	Director/Addl. Secretary (Urban Development), Government of Goa	Shri Gurudas P. Pilarnekar	Director.
6.	Commissioner, Corporation of the City of Panaji	Shri Clen Madeira	Director.
7.	Principal Chief Engineer, PWD, Government of Goa	Shri Uttam Parsekar	Director.

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TABLE B

Sr. No.	Name	IPSCDL Board Designation
(1)	(2)	(3)
1.	Ms. Mamu Hage, IAS	Managing Director & CEO, IPSCDL.
2.	Shri Deepak Kochar, US (Finance), Ministry of Housing & Urban Affairs, Government of India	Director.
3.	Shri Atanasio Monserrate, Minister for Revenue, Labour & Waste Management	Director.
4.	Shri Rohit Joe Monserrate, Mayor, Corporation of the City of Panaji	Director.

The Department of Urban Development/Directorate of Municipal Administration to issue notifications reconstituting the board in respect of ex officio Members of the Board as and when there is a change of the incumbents holding the posts and for the other members as per Government order from time to time.

This is issued in supersession of all earlier Notifications issued in this regard.

By order and in the name of the Governor of Goa.

*Gurudas P. Pilarnekar*, Director (Municipal Administration/Urban Development)/ex officio Addl. Secretary.  
Panaji, 10th January, 2023.



**Department of Women & Child Development**  
Directorate of Women & Child Development

**Notification**

No. 2-103(63)-2021/DWCD/10536

The approval of the Government is conveyed to shift the office of Child Welfare Committee, South Goa from the premises of the Apna Ghar Complex, Merces-Goa to the D-Type Quarters bearing No. D-1-6, situated at PWD, Residential Complex, Fatorda, Margao-Goa with immediate effect.

The notification is issued vide U.O. No. 152 dated 28-01-2023.

By order and in the name of the Governor of Goa.

*Deepali Naik*, Director & ex officio Joint Secretary (Women and Child Development).  
Panaji, 17th February, 2023.

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